

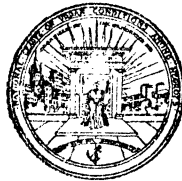
VOL IX., No. 1

January 1920

BULLETIN OF
NATIONAL URBAN LEAGUE

(INCORPORATED 1913)

AN IDEA
MADE PRACTICAL



A RECORD OF CO-OPERATION

ANNUAL REPORT 1919

"NOT ALMS BUT OPPORTUNITY"

Headquarters: 127 EAST 23rd STREET, NEW YORK, N. Y.

Telephone: Morningside 781-782

Southern Headquarters: 200 AUBURN AVENUE, ATLANTA, GA.

Editorial Opinion On The Urban League By:

The Outlook:

"The results from the varied fields of usefulness in which the League is active, attest the foresight of its organizers eight years ago."

New York Evening World:

"The Urban League is taking the lead in this most important effort (reconstruction) . . . and in aiding the Negro to become a useful citizen and do his part in the world's work."

New York Amsterdam News:

"The National League on Urban Conditions for Colored People has more than justified by its good works the hopes and plans of its promoters. It has accomplished a splendid uplift and helpful work here in New York City and in the several States in which it is operating 'through its thirty-two branches.'"

The New York Evening Post:

"Were Lincoln alive he would read with interest and approval of the work of the National Urban League. It is an organization upon which the movement of hundreds of thousands of Negroes to Northern cities has thrown a heavy burden and which has struggled energetically to carry it."

Chicago Evening Post:

"The Chicago Urban League has been of great service. . . . It has won the approval of the Association of Commerce and has been given place in the Central Council of Social Agencies. . . . It is a branch of the National Urban League and through this affiliation is in touch with the problem in its broadest aspects; it is Negro in organization; it is cooperative in spirit."

Chicago Daily News:

"The Urban League's keynote of service has been the promotion of coordination and cooperation . . . these two words suggest the manner in which the colored people may find themselves as industrial factors in society. They entail that spirit on the part of white people with an underlying motive of justice."

Southern Workman:

"One could not be but impressed by the great need of every kind of social service among the Negroes of our cities and by the intelligent conscientious energetic manner in which the Urban League under the guidance of its President, L. Hollingsworth Wood and its Secretary, Eugene Kinckle Jones, is trying to meet this emergency."

Christian Herald:

"Eminent leaders among the white and colored races in the United States are joining hands and hearts in an earnest organized effort to stem the rising tide of race prejudice and to bring about mutual understanding and cooperation that will end riots and hatred. . . . Chief among the agencies working to this end is the National Urban League."

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NATIONAL URBAN LEAGUE

(For Social Service Among Negroes)

Headquarters: Rooms 33-34, 127 East 23rd Street, New York

Southern Office: 200 Auburn Avenue, Atlanta, Ga.

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Jesse O. Thomas—Southern Field Secretary

T. Arnold Hill—Western Field Secretary.

A STATEMENT

The National Urban League believes that men and women of both the white and colored races working together can eliminate conditions which lead to friction through mutual understanding and regard. It is the aim of the League to establish in every community where there is considerable Negro population, Committees of men and women of both races who shall seek to work out the problems which affect the health, wealth, and happiness of all in their community.

The best insurance a man can have, either for himself or his family, is good health, and Urban League committees are glad to foster and co-operate in health campaigns, whether backed by insurance companies or other agencies.

It is impossible to have healthy citizens without good living and working conditions as well as suitable places for rest and recreation.

Economic opportunity so largely affects every avenue through which the Negro can advance to better and more serviceable citizenship, that the Urban League is devoting itself especially to industrial opportunities for Negroes. Convinced of the fundamental proposition that every man should be free to go where he thinks he can best serve the community and himself, the National Urban League offers its services to investigate conditions in any locality and will report to interested persons.

With the ideals and co-operation which we have placed before ourselves, we believe that the entry of the Negro into the ranks of organized labor will bring a great contribution not only to labor, but also to modifying the problems of conflicting interests between labor and capital.

Confident that in the new responsibilities in industry which the war has placed upon the Negro he has more than sustained his reputation for faithfulness and devotion to duty, we urge employers to grant increased opportunities for advancement in the skilled trades, and to assure to all employees the same measure of "hope on the job" with its stimulus to greater care and efficiency.

Facing the problems which promise to present themselves in this year of 1920, we are confident that in the spirit of co-operation there can be developed that individual independence, courage, initiative and resourcefulness which has so long been the pride of our great country and to which we have pointed so confidently as one of the reasons why freedom matters.

THE EXECUTIVE BOARD.

New York, January 1st, 1920.

AN IDEA MADE PRACTICAL

Nine years ago, the Urban League was formed from the National League for the Protection of Colored Women and the Committee for Improving the Industrial Conditions among Negroes in New York—both of which parent bodies were organized in 1906—exactly fourteen years ago. This merger was the result of the efforts of the Committee on Urban Conditions among Negroes, which was organized in 1910 with representatives of existing agencies working with Negroes coordinating the work in New York City in behalf of its colored population. The spirit of this movement from its conception has been that of co-operation and good fellowship.

Those most active in planning the work and executing these plans and in furnishing the financial and moral support are convinced that the solution of the problems by some called "America's greatest" will be reached through both races working sympathetically together.

At the beginning of the World's War in 1914, the Executive Board of the League was somewhat apprehensive about the possibility of conducting the activities of the League during the war period and made the necessary arrangements for reducing the staff of the League to a bare skeleton of an organization in order to tide us over a period which in the judgment of many would render it impossible to finance the movement.

However, the war period opened up so many lines of new employment to colored workers in the north, that the Negro population increased greatly in this section—many say by 500,000. The demand for the League's services grew in proportion, and conditions incident to the war, instead of impairing the work of the League, served as a stimulant to its growth.

The report of the treasurer for the year closing September 30th, 1912, shows the receipts of \$15,312 to be applied to the national program and to the local New York activities which have formed part of the National League's budget up to and including this year. The report for the year 1919 indicates that the sum of \$35,321.74 was spent in the same two fields, and this during the first year of reconstruction at a time when many

organizations were finding difficulty in raising money. Also, during this year the Urban League movement grew from the National and 29 branches with an aggregate budget of \$102,000 to the National and 32 branches with an aggregate budget of \$149,000. For 1920 the combined budgets total \$220,000.

At the close of the year the separation of the National and New York offices and organizations has been made complete by the incorporation of the New York Urban League and the opening of a separate account for that organization.

The earnest and devoted white and colored men and women who have given of their means as well as of their time during the active years of the League's work have received renewed inspiration from the loyalty and faith of the Negroes during the war. The Negro has emerged from the war with a record which once and for all lifts him out of the status of a dependent for whom something must be done and into the role of a partner with whom all fine Americans must co-operate in solving the mutual problems of reconstruction. He can continue to prove his fitness for this partnership only insofar as he is given the responsibilities of partnership.

In presenting the results of the activities of the League for the year, the following plan of work for the year 1919 as stated briefly in the Annual Report of the year 1918 should be before the reader:

THE PLAN FOR 1919

1. Organization of new cities.
2. Campaigns in the south to arouse interest in welfare work.
3. Efforts to induce industrial plants to employ Negro welfare workers to increase the efficiency of Negro workingmen and to show employers the value of Negro labor.
4. Efforts to secure and provide training facilities for colored social workers.
5. Development of publicity.
6. Continued efforts to encourage co-operation between welfare agencies and between the races.

EXTENSION OF WORK

Cambridge, Boston and Milwaukee have developed Urban Leagues during the year, and Springfield, Mass., has entered into affiliation with the League through the St. John's Institutional Activities under the direction of Dr. Wm. N. DeBerry. New Orleans has been organized through the stimulus afforded by the League's Southern Field Worker and Atlanta has been re-organized with a large and representative Board of both white and colored people affiliated with the "Atlanta Plan." Kansas City, Buffalo, Macon, Ga., Lansing and Flint, Michigan, Wilmington, Del., Indianapolis, Toledo and Hartford have received visits from the League's national field workers preparatory to the development of more active social service among Negroes in those cities.

New Cities

The demands made upon the League for extending its own work as well as for stimulating and advising other agencies, are becoming increasingly difficult to meet both on account of the lack of sufficient funds to extend the work as rapidly as we should wish and on account of our inability to find a sufficient number of trained men and women to place in the field. However, during the year we have added three National Secretaries to the staff: an Educational Secretary, a Western Field Secretary and a Southern Field Secretary. For the year 1920 we contemplate the employment of a National Industrial Secretary and a Publicity Secretary.

Need for
Social Workers

In August 1919, Alexander L. Jackson, Harvard 1914, accepted the position of Educational Secretary with the League, bringing to the work several years of experience as Secretary of the Wabash Avenue Department of the Y. M. C. A. in Chicago. His work includes the following:

First, keeping in intimate touch with college men and women in schools north and south for the purpose of stimulating them in the study of the social sciences and of influencing those adapted to social work to follow it as a vocation.

Second, lecturing to student bodies and teachers' institutes: to the students for the purpose of instilling in them as the future leaders of the race, interest in social problems; to the teachers for the purpose of increasing the numbers of volunteer workers. In this connection Mr. Jackson is also addressing groups of white students with the hope that many will be influenced to serve as volunteers on committees and other movements for improving Negro community life.

Educational Work

Third, providing fellowships in Schools for Social Work for those students who are especially promising, and keeping in touch with their practical field work as an aid in their final preparation for service.

In the first four months of his work, he located over 400 colored students in 22 northern colleges, received 65 inquiries about work and made recommendations for 15 positions.

**The Southern
Field**

Jesse O. Thomas, a graduate of Tuskegee Institute, at one time principal of Voorhees Industrial School, Denmark, S. C., and during the war Supervisor of Negro Economics for the State of New York, began his active duties as Southern Field Secretary with headquarters in Atlanta on October 1st. For the closing three months of the year, he reports several visits to New Orleans in which an organization for local social service has been started, and also intensive work in Atlanta where an Urban League has been perfected with membership drawn from white and colored citizens connected with the "Atlanta Plan." This "Plan" calls for separate meetings on the first three Mondays of the month, of white and colored people interested in Atlanta's social welfare, and a joint meeting on the fourth Monday, at which time the decisions of the previous meetings are reviewed for the joint approval of the two groups.

**The Western
Field**

T. Arnold Hill, Executive Secretary of the Chicago Urban League, devotes a part of his time as Western Field Secretary to organizing and supervising the work in the western territory. In addition to organizing an Urban League in Milwaukee, he has visited Kansas City and Lansing and Flint, Michigan, by invitation to advise with interested citizens on local problems.

This territorial division of organizing and supervisory work has freed the National Executive Secretary for developing the work generally and putting the cause of the Negro before national organizations and other interested groups and individuals whose support is essential to the further development of the movement.

INDUSTRY

The Great War has wrought many changes in our national life. One result of vital importance to the whole country has been the enormous enhancement of the Negro's value as a productive force. For the first time in his history he is becoming a real factor in the industrial centres of the nation. He faces his new opportunities—through no fault of his own—ill equipped to

meet the responsibilities which they entail. At the same time the employers are as ill prepared to make intelligent use of his great potential services, and the white labor of all ranks including the most unskilled and ignorant foreigners, greet his arrival with widespread and unreasoning hostility—all this at a time when profound economic and political unrest are racking the country!

Not progress alone but even salvation from destructive bitterness and riots rests upon getting these conflicting elements to understand each other and pull together fairly and harmoniously. That means education all around and the development of confidence between white and colored leaders upon which to build the larger confidence of the rank and file of both races.

From the time when the National Urban League called its Migration Conference in 1917, the importance of this new factor in the industrial problem, with all its ramifications into health, housing, recreation, etc., has been duly appreciated. Last year the National Urban League laid special emphasis on the industrial phases of the Negro's new community life; this year they will receive an even more prominent place in the League's program.

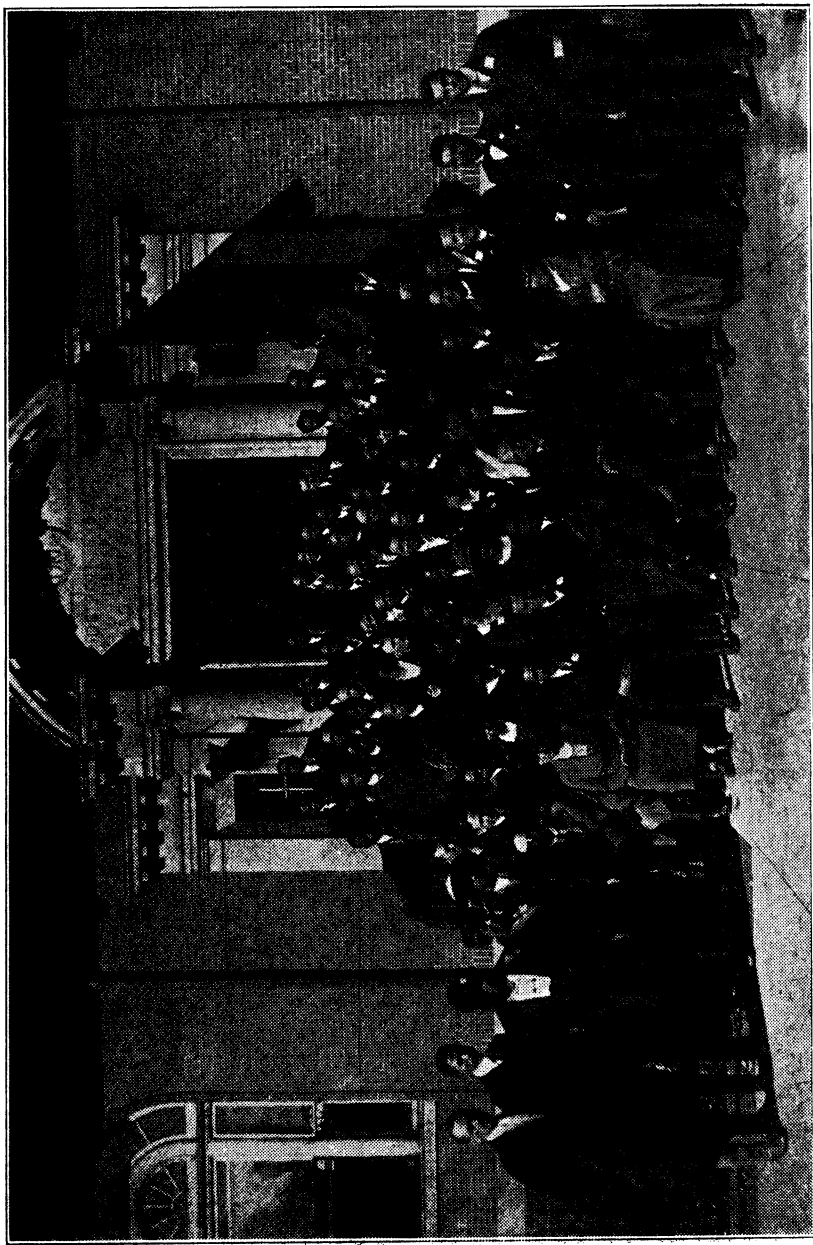
The Annual Conference of the League's Executives and members, held in Detroit, Michigan, October 15th-19th, 1919, was devoted exclusively to the problems of the Negro in Industry, under such headings as the NEGRO'S INDUSTRIAL OPPORTUNITY, RECREATION, HEALTH, and HOUSING, as Related to the Worker. A COMMUNITY PROGRAM FOR DEVELOPING MORE EFFICIENCY AMONG WORKERS and THE ORGANIZATION OF NEGROES IN INDUSTRY.

Urban League
Conference on
Industry

Following the usual policy of the League, wherever it has been possible, the actual placement work of the employment service of the organization has been turned over to the State or Municipal authorities. In New York, working in co-operation with the State Bureau of Employment and with the Y. W. C. A., the Urban League undertakes only the work for juveniles between the ages of fourteen and eighteen, and the very important responsibility of opening up new lines of employment for adults and stimulating them through educational methods to a higher degree of efficiency.

Placements

In Chicago because of the Federal authorities' failure to appropriate funds to continue the employment service, the Chicago Urban League assumed the responsibility of maintaining the employment bureau.



Annual Conference, National Urban League, Detroit, Mich., October 15-19, 1919

National and Local Officers seated left to right: Walter A. May, Pittsburgh; Miss Elizabeth Walton, New York; Eugene Kinckle Jones, New York; L. Hollingsworth Wood, President, New York; Dr. George C. Hall, Chicago; Horace Bridges, Chicago; Welcome I. Blue, Cleveland; Mrs. W. W. Speakman, Philadelphia; Third from right standing John T. Emlen, Philadelphia.

In Detroit, the Employment Managers' Association is conducting the employment service; while in St. Louis, East St. Louis, Cleveland, Columbus, Ohio, and Philadelphia the local organizations have continued this work. The State of Pennsylvania provides for the office expenses of the employment service which is conducted in the Pittsburgh Urban League offices. The League's woman placement secretary there has been taken over by the State authorities, however, and is working from the Employment office for women.

In 1919 various locals of the League interested one hundred and thirty-five industrial plants in employing Negroes for the first time.

During the year 1918 twenty-two welfare workers were employed in industrial plants through the League's efforts and during the past year as many more have been engaged. The League has been taxed to find a sufficient number of men capable to fill the openings created.

Industrial
Service Workers

Chicago and St. Louis are conducting classes for training industrial service men and Pittsburgh reports the formation of an organization of such workers with John T. Clark, Executive Secretary of the local League, as President. This organization held a National Industrial Welfare Workers' Conference in Pittsburgh in February of this year.

Managers of plants where these welfare workers in the various communities are employed report a material reduction in labor turnover and improved morale among their Negro employees as well as better working conditions, increased wages and higher standards of home life.

In addition, service has been rendered to other industrial plants by the League's Secretaries through lectures, group meetings, personal interviews with prospective workers, by counselling with groups of Negro workers and conferences with the executive staffs of the plants to the end that Negro workers may be handled more satisfactorily from the standpoint of the men and their employers alike.

Work with
the Labor
Organization

Noon-day and evening meetings numbering 221 have been held. These include special gatherings in plants in some cities where the League does not have local organizations.

At the Atlantic City Conference of the American Federation of Labor, the Federation made a decision requiring all the internationals coming under the supervision of that body to remove



East St. Louis Canning Center



East St Louis Noon Meeting in Industrial Plant

Conducted by Welfare Worker placed by East St. Louis Urban League

from their constitutions any prohibitive provision against the admission of Negroes to membership. It will be recalled that at the Conference on the Negro in Industry, held by the National Urban League on January 31st, 1918, the American Federation of Labor was called upon to deal fairly with the Negro workers and conferences were held in Washington with the Executive Council of the American Federation of Labor and other organizations co-operating with the League to the end that this matter might be pressed. This decision on the part of the A. F. of L. itself does not bring immediately to the Negro workers more favorable conditions of labor, but it gives us ground for more determined efforts to secure a square deal for the Negro workers in the various union locals. (See plan for the National Industrial Secretary for further particulars, page 22.)

TRAINING WORKERS

Seven men have received intensive training for limited periods in the League's offices in Chicago and New York City. This training comes under the head of "Broken Fellowships" because the worker receives an opportunity for experience for a brief period during the year, working under the direction of the Educational Secretary.

Four of these persons are now local League Executive Secretaries, namely: E. Champ Warrick in East St. Louis; Howard D. Gregg, in Columbus, Ohio; A. B. Nutt, in Milwaukee and Matthew Bullock in Boston. William L. Evans, trained in the Chicago office, is Industrial Secretary of the Chicago Urban League.

"Fellows"
at Work

Two 1919 College graduates are now pursuing a one year course in the New York School of Social Work on League Fellowships and are gaining their practical experiences with the New York Urban League and other local social agencies. They are Miss Vashti C. Maxwell of Baltimore, a graduate of Brown University, and Maurice Moss of Brooklyn, N. Y., a graduate of Columbia University.

"Fellows"
in Training

A special bulletin on Social Service has been prepared and distributed by the Educational Committee. (Will be sent on request.)

Investigations by
"Fellows"

The following investigations have been made by the "Fellows" for use in practical service:

- (a) Recreational facilities in Harlem.
- (b) Negro communities on Long Island.
- (c) Negroes of Jamaica, Long Island.
- (d) Infant care in Harlem.

PUBLICITY

Strenuous efforts have been made during the year to secure publicity not only for the organization, but for the idea which the League is seeking to promote. Newspapers—daily and weekly—magazines, folders, booklets and bulletins, special letters of appeal, lectures and addresses at national conferences and at smaller meetings constitute the principal means of securing this publicity.

Newspapers

A weekly news letter has been sent to the numerous colored papers throughout the country and the editors of these journals have co-operated generously in giving space.

Special mention should be made of publicity which certain of the daily papers have given to the work; for example, the NEW YORK TRIBUNE, NEW YORK TIMES, NEW YORK WORLD, NEW YORK EVENING GLOBE, NEW YORK EVENING POST, CHICAGO DAILY NEWS, CHICAGO TRIBUNE, CLEVELAND PLAINDEALER, DETROIT NEWS, DETROIT EVENING JOURNAL, PHILADELPHIA RECORDER, DETROIT FREE PRESS, RICHMOND JOURNAL, ATLANTA CONSTITUTION, INDIANAPOLIS LEDGER, OHIO STATE MONITOR, EAST ST. LOUIS DAILY JOURNAL.

The Annual Report and occasional bulletins on such subjects as housing, employment, manner of dress, health, civic welfare, education and the reason for the League's existence, have been published in Newark, Detroit, Brooklyn, Chicago, New York, Philadelphia, East St. Louis, Pittsburgh, Cambridge, Memphis, Louisville, Cleveland, Boston, and St. Louis.

Magazines

Early in the year, the National organization made arrangements for the appearance of bi-weekly articles in the PUBLIC magazine. Seventeen of these articles appeared during the year. Other magazines that carried articles on the League's work and

ideals are THE WORLD TOMORROW, THE CRISIS, THE SOUTHERN WORKMAN, THE AMERICAN ARCHITECT, THE SURVEY, THE CLUB WORKER, THE CHRISTIAN HERALD, LIFE AND LABOR, THE DETROITER published by the Detroit Chamber of Commerce and the official publication of the Atlantic City Chamber of Commerce. The CRISIS is carrying monthly news items on the accomplishments of the League and its affiliated organizations.

The National office has issued six bulletins indicating the progress of the National and local movements, presenting plans of work and the results of co-operation, and setting forth the work of the Educational Committee. These bulletins are sought by public libraries, schools and colleges where they are used in the class rooms of the departments of sociology as well as in the reference departments.

The League has also secured valuable publicity through National and local conferences on social work and kindred subjects where the League's Secretaries have spoken or participated in the discussion. Among these conferences are the National Conference of Social Work at Atlantic City, the New York City Conference on Charities and Correction, the National Race Congress at Washington D. C., the National Baptist Convention, Newark, N. J., Annual Conference of the National Association for the Advancement of Colored People in Cleveland, Ohio; Conference on Minimum Standards for Children, New York City, Presbyterian Women's Missionary Council, Arlington, N. J., Pittsburgh Urban League's annual meeting, the Fellowship of Reconciliation group at Inn-in-the-Hills, N. Y., National Conference on Housing, Chicago; Presbyterian Home Missionary Society, New York; hearing of the Steel Strike Investigating Committee of the Interchurch World Movement; Kentucky State Conference of Social Work, Louisville, Ky.; Special Advisory Group on Negro Investigation of the Interchurch World Movement; Reconstruction Congress at Howard University during the inauguration of President Durkee.

Other conferences have been held with managers and executive staffs of large industrial plants who desired information on the handling of Negro employees. Such conferences have been held at Homestead, Pa.; Indianapolis, Ind.; Detroit, Michigan, and Moline, Ill., through the National office and in practically every city where the League has a local office by representatives of the local organization.

The Executive Secretary delivered a series of lectures on

Conferences

Addresses

"Social Work in Cities" to teachers in the summer normal of the Agricultural and Technical College of Greensboro, North Carolina. He addressed the annual meeting of the White Plains League and the Boston Advisory Committee of the Urban League, and spoke in Greenwich, Connecticut, Port Chester, N. Y., Newark, N. J., Gary, Ind., Philadelphia and at the public meeting of the New York Urban League.

Addresses on the League's Program were also made by Jesse O. Thomas, Southern Field Secretary, in South Carolina, Georgia, Alabama, Louisiana; by T. Arnold Hill of the Western Field, in Michigan, Missouri, Indiana, Illinois and Wisconsin, and by Alexander L. Jackson, Educational Secretary, in Massachusetts, New Jersey and New York.

RECONSTRUCTION

The work of rehabilitation carried on by the League following the war, consisted of efforts to hold the ground gained in industrial opportunity, in standards of living and in health.

Efforts have been made to find adequate houses for colored people and to furnish a program that might be developed locally to provide additional rooming facilities for colored inhabitants.

In New York and Brooklyn, block surveys on housing conditions have been made for the State Commission on Reconstruction with the hope that the findings may prompt fair consideration of the needs of the Negro group when the final program of the commission is launched.

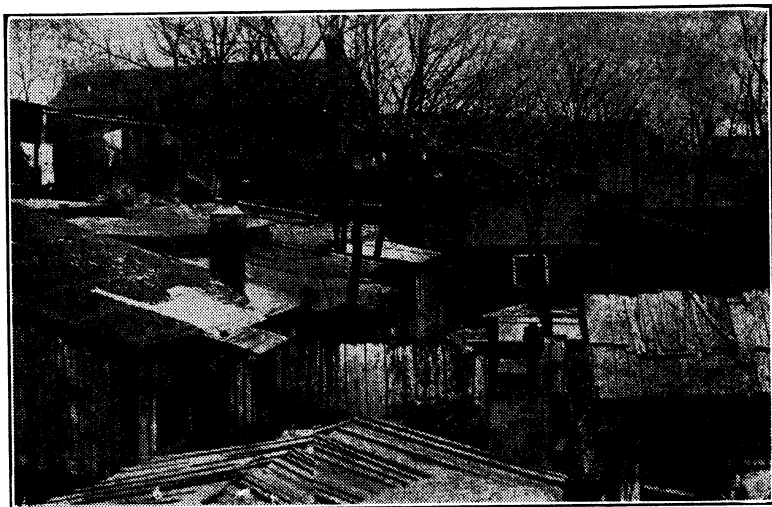
Most of the cities have developed room registries, made more or less thorough housing surveys and met the needs exposed by them in various ways. Pittsburgh has secured a pledge from the City Council for the construction of a public bath house; Louisville has worked to secure covered garbage cans in the Negro district; Nashville has co-operated in a housing survey looking toward better homes. It has also assisted in securing the lighting of the streets in the Negro neighborhoods.

Health

The health campaigns which the League has encouraged in previous years have been conducted in each city in co-operation with the National Negro Business League. Thousands of pieces of literature have been distributed. Health talks have been given in churches, neighborhood group assemblies, shop meetings and places of amusement.

Home Economics

In Pittsburgh, Cleveland, Detroit and East St. Louis a 365-day health program has been adopted through the establishment



Example of Bad Housing among Negroes in Detroit
exposed by Detroit Urban League

of the Department of Home Economics. Through this Department, housewives have been also taught economics in cooking, care of homes and saving through family budget. White Plains, N. Y., at the close of the year appointed a woman worker to further such matters among the families in that community as well as to develop girls' and women's clubs and to link the colored group with community movements.

In connection with the problems of home economics, efforts were made to train newcomers in the best ways of city living. For instance: the Detroit League has a Dress Well Club which issued a pamphlet containing sixteen points on dress and demeanor in public places. Chicago used an illustrated bulletin for the same purpose—extending this suggestion to include proper behavior and dress and the appearance of one's own premises. Canning, cooking and city beautiful clubs which give lessons in thrift, economy and sanitation in the home—especially the alley dwelling—are included in the program.

Community Houses

The Leagues in Youngstown, Ohio; Detroit, Chicago, Cleveland, St. Louis, East St. Louis, Atlanta, Savannah, Philadelphia, Springfield, Mass., and Louisville conduct community houses in congested Negro districts, which provide recreation, athletics, educational classes, music and, in several of these communities, free baby clinics.

While the League's specific objects do not include the opening and operation of community houses, it bends its efforts towards creating such institutions if the community feels the need of them, and usually will turn them over to other groups for operation if they are willing to assume the responsibility.

Recreation

The importance of recreation has been recognized as never before, especially in industrial plants where the League has placed welfare workers. In Cambridge, New York and Brooklyn, fresh air trips and Summer vacations were given to mothers and children from the congested districts. New York and Brooklyn boys were sent to Summer camps.* The East St. Louis League has taken over the equipment of the War Camp Community Service, and is conducting a recreation center. The Cleveland Community House under the League is handling the recreational features for the young men in Cleveland.

The League is co-operating with the Community Service in New York City, Chester, Pa., Charlotte, N. C., Columbus, Ohio, Pittsburgh, Chicago, East St. Louis and St. Louis to the end that opportunities for recreation and study during leisure hours

* Note:—The New York Urban League Boys' Club Work—now being handled through other organizations—was formerly financed by the Diocesan Auxiliary of the Cathedral of St. John the Divine, with Mrs. Haley Fiske, Chairman.

may be afforded in a larger measure to the Negro population.

NEW DEPARTURES IN LOCAL FIELDS

Special mention should be made of the establishment of the Department of Research in the Chicago Urban League. Here information is gathered on all questions pertaining to Negro welfare and is at the disposal of investigators, writers and social workers who are interested in the improvement of Negro life. The New York League is also developing this department.

Bureau of
Information

Comment on the numerous appeals for work among colored people in New York City is familiar to those who have engaged in social service in that community. In order to classify the different types of social work for Negroes and to judge of the merits of the appeals, a careful inquiry into the work of thirty-three agencies working for Negroes in New York was made by the National Urban League at the request of a large Foundation.

Day and evening classes in English and arithmetic for grown-ups are conducted in Milwaukee, Chicago, East St. Louis, Louisville, Columbus, and Philadelphia—this in addition to classes in Domestic Science which are conducted by several of the other branches.

Education

The Executive Secretary of the Columbus Urban League delivered a series of lectures on inter-racial relationship during the year to a group of students of the Ohio State University.

Mention should also be made of the new departure in Education by the Armstrong Association which has from year to year assisted ambitious grade students. This year, college scholarships for deserving high school students are being provided in keeping with the Association's plan of training for intellectual as well as industrial leadership.

The St. Louis Urban League has added to its work a free Dental Clinic. In addition to ministering to immediate dental needs the Clinic is intended to be educational, teaching the relation of teeth to cleanliness and general health.

MISCELLANEOUS

During the Chicago riots, the Chicago Urban League served as a meeting ground between the right thinking white and colored people of the community and, with the Y. M. C. A., acted as pay station for the marooned colored employees of the stockyards. The office of the League was used as headquarters by the Red



Booker T. Washington Community Center, Louisville, Ky.



Booker T. Washington Community Center, Louisville, Ky.

Cross in its work of relief among the Negro population on the South Side as well as for conferences with labor leaders and with representatives of the employers of large numbers of Negroes.

The Executive Secretary of the National office was called to Chicago to confer with the local group on the causes of the disturbances and to help formulate plans for their correction.

The Chicago office furnished valuable data to newspapers, magazines and to representatives of the Governor's State Race Relations Commission which is investigating the underlying causes of race friction in Illinois, on the causes leading up to the riot.

The Director of Investigations of the Chicago Urban League, Charles S. Johnson, has been appointed Associate Secretary of the Race Relations Commission of Illinois and while performing the duties of this position is on leave of absence from the Chicago Urban League.

During the year 1919 the Negro Welfare League of New Jersey changed its name to the "New Jersey Urban League" in compliance with the policy of the National League which suggests this course to affiliated organizations whenever practicable.

The National Urban League after considerable negotiation was able to induce the Norfolk Travelers' Aid Society to assume the responsibilities of finance and supervision of Travelers' Aid Work there which the League had been conducting for the past eight years.

PLANS FOR 1920

1—Development of the present activities of the Western and Southern Field Workers, and possibly the addition of a third field secretary.

2—Organization of new fields involving the making of preliminary surveys with the aid of the field secretaries, coordinating their work with the Educational and Industrial Secretaries who respectively will provide workers and assist in shaping the industrial program.

3—Securing, training and placing social workers following the plan of the Educational Committee and under the direction of the Educational Secretary. This plan calls for (a) visits to colleges and schools—north and south—to stimulate interest in social work on the part of promising students; (b) maintenance

WHICH?



FOR ME!

I AM AN AMERICAN CITIZEN.
 I AM PROUD of our boys "over there" who have contributed soldier service.
 I DESIRE to render CITIZEN SERVICE.
 I REALIZE that our soldiers have learned NEW HABITS of SELF-RESPECT AND CLEANLINESS.
 I DESIRE to help bring about a NEW ORDER OF LIVING in this community.
 I WILL ATTEND to the neatness of my personal appearance on the street or when sitting in front doorways.

I WILL REFRAIN from wearing dust caps, bungalow aprons, house clothing and bedroom shoes out of doors.
 I WILL ARRANGE MY TOILET within doors and not on the front porch.
 I WILL INSIST upon the use of rear entrances for coal-dealers, hucksters, etc.
 I WILL REFRAIN from loud talking and objectionable deportment on street cars and in public places.
 I WILL DO MY BEST to prevent defacement of property either by children or adults.

(Issued by Chicago Urban League, 3032 Wabash Avenue, in campaign of Education of Southern Migrants)

of a bureau for recording the qualifications of competent social workers, and registration of positions that are available; (c) provision of additional scholarships at the schools for social work; and (d) an educational campaign to secure more interest on the part of the general public in social work with Negroes.

4—Industrial welfare work under the supervision of a national industrial secretary whose program will be:

(a) To standardize and co-ordinate the League's employment bureaus in cities; also to encourage the establishment of other free bureaus—State and Federal and private.

(b) To place welfare workers in industrial plants—to include training for same.

(c) To encourage organization in industry and to keep in touch with Chambers of Commerce, manufacturers and employment managers' associations and executive councils of labor federations to further the interests of Negro working men and women.

(d) To encourage Negro industrial workers—especially those who as recent migrants have broken all home ties in the South and have failed to make new ones in a strange environment—to relate themselves to the church of their choice.

5—Conferences to be held either alone or in co-operation with other organizations; also to represent the interests of the Negro in other conferences of national and general character.

6—Publicity for the League's "Idea" and ideals through:

(a) Publication of articles in magazines and newspapers.

(b) Public addresses.

(c) The conduct of public meetings at which selected speakers, previously acquainted with our object, help to pass on the League's message.

(d) Financial campaigns—both local and national with the aid of a special worker or field secretary who shall give his whole time to publicity and to the management of the campaigns.

7—Strengthen the resources for handling special or emergency problems which are national in character through the

Executive Secretary or through the Field Secretary in whose department such problems arise.

8—Development of co-operation with national movements such as the Y. M. C. A., the Y. W. C. A., N. A. A. C. P., the National Association of Colored Women's Clubs, Community Service, Federal Council of the Churches of Christ in America, Inter-church World Movement, Home Missions Council and other movements with which the League's work is closely related.

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